



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

MHRC Case No. E17-0004

September 18, 2018

Holly B. Stover (Boothbay)

v.

State of Maine, Department of Health and Human Services (Augusta)

I. Summary of Case:

Complainant, who worked for Respondent as the Director of Violence Prevention, alleged that Respondent retaliated against her when it discharged her for reporting and refusing to engage in what she believed to be unlawful activity. Respondent, a state agency tasked with providing health care and social service support, denied retaliation and asserted that it discharged Complainant for performance issues. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties, holding an Issues and Resolution Conference ("IRC"), and requesting additional information. Based upon this information, the Investigator recommends a finding that there are no reasonable grounds to believe Respondent unlawfully retaliated against Complainant because of protected activity.

II. Jurisdictional Data:

- 1) Dates of alleged discrimination: July 15, 2016.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): December 29, 2016.
- 3) Respondent has approximately 3,000 employees and is subject to the Maine Human Rights Act ("MHRA") and the Maine Whistleblowers' Protection Act ("WPA").
- 4) Complainant is represented by Jeffrey Neil Young, Esq. Respondent is represented by Kelly L. Morrell, Esq.

III. Development of Facts:

- 1) Complainant provided the following in support of her claims:

Complainant worked for Respondent writing and submitting grants for approval and managing federal grant money used to fund domestic violence and sexual assault programs. In the Spring of 2015, Complainant told Respondent that a transfer of federal money she managed into another program would